A8920-2U 3/89

The Society of the
Plastics Industry, Inc.

SPI

# Labor Survey

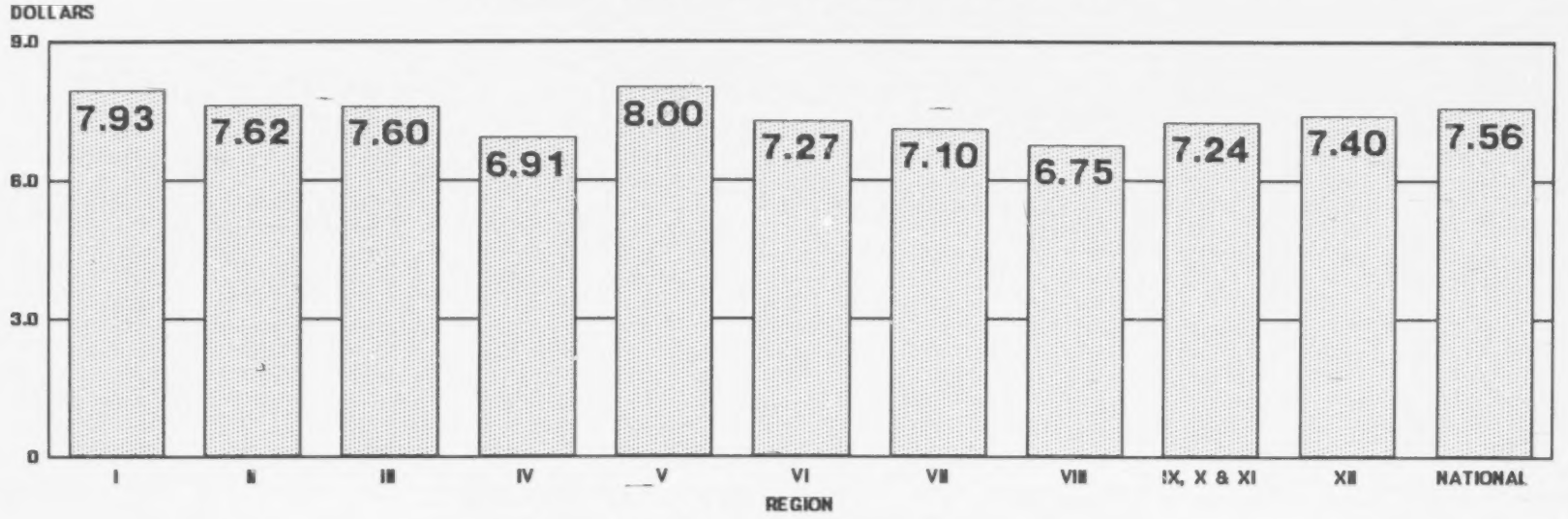
## Fiftieth Edition (1988)

Effective Date: September, 1988
Release Date: January, 1989

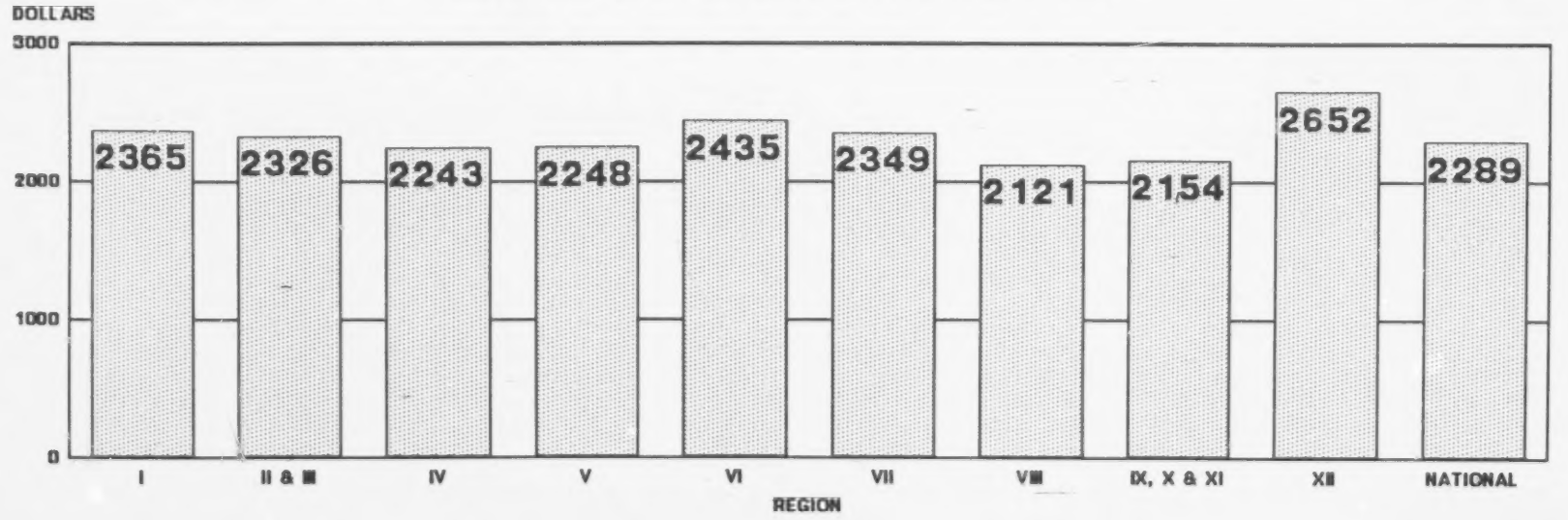
# Plastics Processing Companies

Sponsored by the Financial Management Committee of SPI

WEIGHTED AVERAGE HOURLY RATE FOR ALL HOURLY POSITIONS




WEIGHTED AVERAGE MONTHLY BASE SALARY FOR ALL SUPERVISORS



# 1988 LABOR SURVEY
# Plastics Processing Companies

Sponsored by the Financial Management Committee
THE SOCIETY OF THE PLASTICS INDUSTRY, INC.

Compiled By Ernst & Whinney, Washington D.C.
Association Services Group

# TABLE OF CONTENTS


| | Page |
|---|---|
| Highlights of Survey | 1 |
| Survey Regions | 2 |
| Plant Operations by Process Type | 3 |
| Plant Statistics | 4 |
| Bonus Statistics | 5-7 |
| Overtime Statistics | 8-9 |
| Piece Work and Lunch Period Payment Policies | 10 |
| Weighted Average Hourly Rates For Selected Positions | 11-15 |
| Weighted Average Monthly Salaries For First Line Supervisors | 16 |
| List of Participants | Appendix A |
| Job Descriptions | Appendix B |
| Labor Survey Questionnaire | Appendix C |

## HIGHLIGHTS OF SURVEY

The Fiftieth Labor Survey reports data from 244 SPI member companies representing 290 plants. These 244 company responses represent a twenty-four percent increase in participation from the 1987 level of 196 companies. We believe this increase in participation and the geographical dispersion of responses has added significantly to the value and benefit of using the 1988 Labor Survey in your planning and management activities. The report provides an industry basis for individual companies to compare their compensation practices to all companies as well as firms in the same geographic region.

Plant responses are broken down into 13 geographic regions. A listing of regions by state and/or geographic area is provided on page 2. Due to differences from 1987 to 1988, in both the survey and the methodology used for calculating industry hourly rate and salary figures, only a limited amount of yearly comparison has been incorporated into the report. Subsequent surveys will contain a more complete comparison to previous years results.

## METHODOLOGY FOR CALCULATION OF INDUSTRY HOURLY RATE AND SALARY FIGURES

Weighted averages were calculated for each position by region and nationally. Due to a limited number of responses in certain regions combining of regions was necessary to obtain relevant data.

Midpoints of each hourly rate or salary range contained on the Labor Survey Questionnaire were determined and used in all calculations. The rates or salaries reported for each position were averaged with a weighting factor based upon the number of employees reported at each rate or salary range.

SURVEY REGIONS

| REGION | STATES OR AREA | NUMBER OF PLANTS |
|---|---|---|
| I | Connecticut<br>Maine<br>Massachussetts<br>Rhode Island<br>Vermont<br>New Hampshire | 14 |
| II | New York/New Jersey<br>Metropolitan Area | 14 |
| III | Delaware<br>Maryland<br>New Jersey<br>New York<br>Pennsylvania | 23 |
| IV | Florida<br>Georgia<br>Kentucky<br>Mississippi<br>North Carolina<br>South Carolina<br>Tennessee<br>Virginia<br>West Virginia<br>Alabama | 36 |
| V | Illinois<br>Indiana<br>Michigan<br>Ohio<br>Wisconsin | 89 |
| VI | Chicago Metropolitan Area | 20 |
| VII | Iowa<br>Kansas<br>Minnesota<br>Misssouri<br>Nebraska<br>North Dakota<br>South Dakota | 20 |
| VIII | Arkansas<br>Louisiana<br>Oklahoma<br>Texas | 19 |
| IX | Arizona<br>Colorado<br>New Mexico<br>Utah<br>Nevada | 8 |
| X | Oregon<br>Washington<br>Montana<br>Wyoming<br>Idaho | 12 |
| XI | Northern California | 5 |
| XII | Southern California<br>Hawaii | 26 |
| XIII* | Canada | 4 |
| TOTAL | | 290 |

* Region XIII is not included in National Totals.

PLANT OPERATIONS BY PROCESS TYPE

| REGION | NUMBER OF PLANTS RESPONDING | PROCESS TYPE* | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | BLOW MOLDING | COMP-RESSION /TRANSFER MOLDING | CALEN-DERING | CASTING | COATING | EXTRUSION | FABRI-CATING | INJECTION MOLDING | LAMI-NATING | REACTION INJECTION MOLDING | REINFORCED | ROTA-TIONAL MOLDING | THERMO-FORMING | OTHER |
| I | 14 | | 1 | | | | 1 | | 8 | 1 | | | | 1 | 4 |
| II | 14 | 1 | | | | | 2 | 1 | 5 | | | | | 2 | 3 |
| III | 23 | 5 | 6 | | 1 | 2 | 5 | 3 | 7 | 2 | | 5 | | | 3 |
| IV | 35 | 3 | 2 | 1 | | 1 | 11 | 3 | 10 | | | 3 | | 5 | 4 |
| V | 80 | 7 | 14 | 1 | | | 17 | 4 | 36 | 1 | | 4 | 1 | 10 | 8 |
| VI | 20 | 4 | 3 | | | | 2 | 1 | 12 | | | 1 | | 1 | 1 |
| VII | 20 | 3 | 2 | | | 1 | 4 | 1 | 9 | | | 1 | 1 | 3 | 1 |
| VIII | 18 | 1 | 1 | | | | 5 | 2 | 7 | 2 | 1 | 2 | | 1 | 2 |
| IX | 8 | | | | | | | 2 | 3 | 2 | | 1 | | 2 | 1 |
| X | 12 | | | | 1 | | | 2 | 10 | 1 | 1 | 3 | | | 1 |
| XI | 5 | 1 | | | | | 1 | | 1 | 1 | | 1 | | 1 | |
| XII | 24 | 3 | 5 | | | | 3 | 1 | 11 | 1 | | 2 | | 2 | 4 |
| XIII | 4 | | | | 1 | | 2 | | 1 | | | 1 | | | |
| NATIONAL** | 273 | 28 | 34 | 2 | 2 | 4 | 51 | 20 | 119 | 11 | 2 | 23 | 2 | 28 | 32 |

* Due to multiple processes per plant, may not agree with number of responding plants.
** Does not include Region XIII.

PLANT STATISTICS

| REGION | NUMBER OF RESPONDING PLANTS | TOTAL EMPLOYEES | PLANT SIZE BY NUMBER OF EMPLOYEES | | | | | | | HOURS OF PLANT OPERATION PER WEEK | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | 1-49 | 50-99 | 100-199 | 200-299 | 300-399 | 400-499 | 500 & OVER | LOW | AVG | HIGH |
| I | 14 | 885 | 6 | 6 | 2 | | 1 | | | 40 | 98 | 168 |
| II | 14 | 1,181 | 6 | 4 | 2 | 2 | | | | 37 | 104 | 136 |
| III | 23 | 2,826 | 7 | 5 | 6 | 3 | | 1 | | 40 | 91 | 168 |
| IV | 36 | 3,694 | 16 | 5 | 9 | 4 | 2 | | | 40 | 116 | 168 |
| V | 81 | 12,864 | 23 | 19 | 17 | 13 | 1 | 3 | 5 | 40 | 107 | 168 |
| VI | 20 | 2,745 | 6 | 4 | 6 | 1 | 1 | 1 | 1 | 40 | 113 | 168 |
| VII | 20 | 2,180 | 6 | 8 | 3 | 2 | | 1 | | 80 | 140 | 168 |
| VIII | 19 | 1,668 | 7 | 5 | 5 | 2 | | | | 40 | 121 | 168 |
| IX | 8 | 318 | 6 | 2 | | | | | | 40 | 75 | 120 |
| X | 12 | 951 | 7 | 1 | 3 | 1 | | | | 40 | 93 | 120 |
| XI | 5 | 168 | 3 | 2 | | | | | | 40 | 99 | 168 |
| XII | 26 | 1,433 | 17 | 3 | 6 | | | | | 40 | 82 | 168 |
| XIII | 4 | 186 | 2 | 2 | | | | | | 40 | 100 | 120 |
| NATIONAL** | 278 | 30,913 | 110 | 64 | 59 | 28 | 5 | 6 | 6 | 37 | 106 | 168 |
| 1987 | 188 | 17,413 | 79 | 43 | 49 | 11 | 3 | 2 | 1 | 40 | 120 | 168 |

** Does not include Region XIII.

CHRISTMAS OR OTHER BONUS STATISTICS - HOURLY EMPLOYEES

| REGION | BONUS PAID | | | BASIS FOR BONUS PAYMENT* | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | YES | NO | N/R | FIXED AMOUNT | LENGTH OF SERVICE | MANAGEMENT JUDGEMENT | COMPANY/ PLANT PROFITS | PERCENT OF EARNINGS | OTHER |
| I | 9 | 5 | | 3 | 5 | | | 1 | |
| II | 9 | 5 | | 1 | 2 | 5 | | 1 | 1 |
| III | 8 | 15 | | 3 | 4 | 3 | | | |
| IV | 19 | 17 | | 3 | 6 | 7 | 2 | 1 | 1 |
| V | 45 | 36 | 8 | 11 | 11 | 10 | 8 | 3 | 6 |
| VI | 11 | 9 | | 3 | 6 | | 1 | | 3 |
| VII | 10 | 10 | | 3 | | 2 | 2 | 1 | 1 |
| VIII | 10 | 9 | | 3 | 2 | 2 | 3 | | |
| IX | 5 | 3 | | | 3 | 1 | 1 | 1 | 2 |
| X | 10 | 2 | | 2 | 2 | 3 | 1 | | 2 |
| XI | 2 | 3 | | | 2 | | | | |
| XII | 13 | 13 | | 3 | 3 | 3 | 1 | 1 | 2 |
| XIII | 1 | 3 | | | | 1 | | | |
| NATIONAL** | 151 | 127 | 8 | 35 | 46 | 36 | 19 | 9 | 18 |

* Due to multiple responses per plant, may not agree with number of "yes" responses.
** Does not include Region XIII.

N/R - No Response

CHRISTMAS OR OTHER [illegible]S STATISTICS - HOURLY EMPLOYEES (CONT'D)

| REGION | BASIS FOR FIXED AMOUNT BONUS | | | | | |
|---|---|---|---|---|---|---|
| | UNDER 1 WEEK'S EARNINGS | 1 WEEK'S EARNINGS | 1 1/2 WEEK'S EARNINGS | 2 WEEK'S EARNINGS | GIFT | OTHER |
| I | | 2 | 1 | | | |
| II | | | | | 1 | |
| III | 1 | | 1 | 1 | | |
| IV | 1 | 2 | | | | |
| V | 3 | 1 | | 1 | 4 | 1 |
| VI | 1 | | | | 2 | |
| VII | 2 | | | | 1 | |
| VIII | | | | | 3 | |
| IX | | | | | | |
| X | | | | | 2 | |
| XI | | | | | | |
| XII | | | | 1 | 1 | 1 |
| XIII | | | | | | |
| NATIONAL** | 8 | 5 | 2 | 3 | 14 | 2 |

** Does not include Region XIII.

CHRISTMAS OR OTHER BONUS STATISTICS - SALARIED FIRST LINE SUPERVISORS

| REGION | BONUS PAID | | | BASIS FOR BONUS PAYMENT* | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | YES | NO | N/R | PERCENT OF EARNINGS | LENGTH OF SERVICE | COMPANY/ PLANT PROFITS | EMPLOYEE PERFORMANCE/ MERIT | EXECUTIVE JUDGEMENT | FIXED AMOUNT | OTHER |
| I | 9 | 4 | 1 | 4 | 5 | 1 | | 1 | 1 | |
| II | 10 | 3 | 1 | | 1 | 1 | 1 | 6 | 1 | |
| III | 9 | 14 | | 1 | 3 | 3 | 1 | 2 | 2 | |
| IV | 23 | 13 | | 5 | 4 | 6 | 2 | 8 | 2 | 1 |
| V | 47 | 32 | 10 | 8 | 5 | 13 | 7 | 18 | 6 | 4 |
| VI | 10 | 8 | 2 | 2 | 3 | 2 | 2 | 4 | | 1 |
| VII | 13 | 7 | | 2 | | 5 | 3 | 3 | 2 | 1 |
| VIII | 10 | 8 | 1 | 3 | 1 | 1 | | 2 | 3 | |
| IX | 6 | 2 | | 1 | 2 | 1 | 1 | 3 | | |
| X | 10 | 2 | | | 1 | 4 | 1 | 3 | 2 | |
| XI | 3 | 2 | | | 2 | 2 | | | | |
| XII | 13 | 13 | | 4 | | 4 | 1 | 3 | | 1 |
| XIII | 2 | 2 | | | | 1 | | 1 | | |
| NATIONAL** | 163 | 108 | 15 | 30 | 27 | 43 | 19 | 53 | 19 | 8 |

* Due to multiple responses per plant, may not agree with number of "yes" responses.
** Does not include Region XIII.

N/R - No Response

OVERTIME STATISTICS - SHIFT SUPERVISORS

| REGION | OVERTIME PAID | | | BASIS FOR OVERTIME PAYMENT | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | YES | NO | N/R | OVER 8 HOURS/DAY | OVER 10 HOURS/DAY | OVER 40 HOURS/WEEK | OVER 45 HOURS/WEEK | OVER 8 HRS/ DAY/ 40 HRS/ WEEK | SATURDAY/ SUNDAY/ HOLIDAYS | OVER 8 HRS/DAY & SATURDAY/ SUNDAY/ HOLIDAYS | OVER 8 HRS/DAY/ 40 HRS/WEEK & SATURDAY/SUNDAY/ HOLIDAYS | OTHER | N/R |
| I | 13 | 1 | | 2 | | 7 | 1 | | 1 | | | 1 | 1 |
| II | 9 | 5 | | 3 | | 3 | 1 | | | | | 2 | |
| III | 22 | 1 | | 2 | | 7 | 2 | 3 | 6 | | 1 | 1 | |
| IV | 21 | 14 | 1 | 1 | | 10 | 1 | 1 | 4 | | | 3 | 1 |
| V | 62 | 19 | 8 | 8 | 1 | 21 | 6 | 4 | 8 | 3 | 4 | 7 | |
| VI | 14 | 6 | | 1 | | 4 | 1 | 1 | 4 | 1 | | 2 | |
| VII | 11 | 9 | | 1 | | 6 | | | 4 | | | | |
| VIII | 9 | 10 | | 2 | | 5 | | | 2 | | | | |
| IX | 4 | 4 | | | | 3 | 1 | | | | | | |
| X | 12 | | | 1 | | 7 | | 1 | 2 | | | 1 | |
| XI | 5 | | | | | 3 | | | 1 | | | 1 | |
| XII | 22 | 4 | | 6 | 2 | 2 | | 10 | 2 | | | | |
| XIII | 3 | 1 | | | | 2 | | | | | 1 | | |
| NATIONAL** | 204 | 73 | 9 | 27 | 3 | 78 | 13 | 20 | 34 | 4 | 5 | 18 | 2 |

** Does not include Region XIII.

N/R - No Response

OVERTIME STATISTICS - SHIFT SUPERVISORS (CONT'D)

| REGION | METHOD OF OVERTIME PAYMENT | | | | | | |
|---|---|---|---|---|---|---|---|
| | STRAIGHT TIME | TIME AND A HALF | STRAIGHT TIME/TIME AND A HALF | TIME AND A HALF/ DOUBLE TIME | PERCENT OF SALARY | OTHER | N/R |
| I | 1 | 12 | | | | | |
| II | 3 | 5 | | 1 | | | |
| III | 5 | 15 | | | 1 | 1 | |
| IV | 2 | 17 | | | | 2 | |
| V | 6 | 39 | 5 | 4 | 2 | 4 | 2 |
| VI | 1 | 10 | 1 | 1 | | 1 | |
| VII | 2 | 5 | 1 | 1 | | 2 | |
| VIII | 2 | 7 | | | | | |
| IX | | 4 | | | | | |
| X | 1 | 10 | | | | 1 | |
| XI | 1 | 4 | | | | | |
| XII | 1 | 21 | | | | | |
| XIII | | 3 | | | | | |
| NATIONAL** | 25 | 149 | 7 | 7 | 3 | 11 | 2 |

** Does not include Region XIII.

N/R - No Response

OTHER COMPENSATION POLICIES

| REGION | PIECE WORK PAY | | | | | | PAID LUNCH PERIOD | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | MOLDERS | | | FINISHERS | | | | | | LENGTH OF PAID LUNCH PERIOD (MINUTES) | | | | |
| | YES | NO | N/R | | NO | N/R | YES | NO | N/R | 1-15 | 16-20 | 21-29 | 30 & UP | N/R |
| I | | 14 | | 1 | 13 | | 7 | 7 | | | 5 | | 2 | |
| II | | 11 | 3 | | 11 | 3 | 8 | 6 | | | 2 | | 6 | |
| III | | 20 | 3 | | 20 | 3 | 12 | 10 | 1 | 1 | 1 | 1 | 9 | |
| IV | | 33 | 3 | | 33 | 3 | 24 | 12 | | 4 | 10 | | 10 | |
| V | 2 | 75 | 12 | 2 | 77 | 10 | 56 | 24 | 9 | 8 | 30 | | 16 | 2 |
| VI | | 19 | 1 | | 18 | 2 | 15 | 5 | | 1 | 8 | | 6 | |
| VII | | 20 | | 1 | 19 | | 11 | 9 | | 4 | 3 | | 4 | |
| VIII | | 18 | 1 | | 18 | 1 | 7 | 12 | | | 2 | | 5 | |
| IX | | 8 | | | 8 | | 4 | 4 | | | 1 | | 3 | |
| X | 1 | 11 | | 1 | 10 | 1 | | 12 | | | | | | |
| XI | | 3 | 2 | | 3 | 2 | 1 | 4 | | | | | 1 | |
| XII | | 25 | 1 | | 25 | 1 | 8 | 18 | | | | | 8 | |
| XIII | 1 | 2 | 1 | 1 | 2 | 1 | 2 | 2 | | | 2 | | | |
| NATIONAL** | 3 | 257 | 26 | 5 | 255 | 26 | 153 | 123 | 10 | 18 | 62 | 1 | 70 | 2 |

** Does not include Region XIII.

N/R - No Response

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION

| JOB CLASSIFICATION | REGION | | | | | | | | | | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | I | II | III | IV | V | VI | VII | VIII | IX, X & XI | XII | |
| MOLDING JOBS (1-10) | | | | | | | | | | | |
| 1. Foreman (Compression, Working) | | | 10.50 | | 9.22 | D | D | D | | D | 8.64 |
| 2. Foreman (Injection, Working) | 10.99 | 12.05 | 8.68 | 8.59 | 8.97 | 11.62 | 9.91 | D | 9.72 | 12.11 | 9.77 |
| 3. Foreman (Blow-Molding, Working) | | | D | D | D | D | D | | | | 11.35 |
| 4. Set up Man - Troubleshooter | 10.21 | 11.49 | 9.33 | 7.24 | 8.89 | 9.07 | 9.56 | 7.89 | 8.39 | 10.25 | 9.02 |
| 5. Compression Transfer Molding Op. | D | D | 7.77 | D | 8.55 | D | D | D | | D | 8.14 |
| 6. Compression Preform Machine Op. | D | | 8.38 | | 7.83 | D | | | | D | 8.22 |
| 7. Injection Molding Operator | 7.27 | 5.96 | 5.22 | 5.01 | 6.25 | 5.57 | 5.37 | 4.62 | 5.43 | 5.90 | 5.71 |
| 8. Blow-Molding Operator | | D | 6.97 | 6.55 | 5.09 | 8.76 | 9.57 | D | D | D | 7.04 |
| 9. Material Man | 9.12 | 7.43 | 7.42 | 6.32 | 8.16 | 7.51 | 7.60 | 7.58 | 8.08 | D | 7.78 |
| 10. Floor Man | 7.92 | 9.02 | 8.36 | 7.03 | 7.06 | 6.69 | 7.05 | D | 6.49 | 6.17 | 7.19 |
| EXTRUSION JOBS (11-14) | | | | | | | | | | | |
| 11. Foreman (Working) | | D | 11.72 | D | 11.42 | D | D | D | | 10.07 | 11.07 |
| 12. Set up Man - Troubleshooter | D | D | 10.11 | D | 8.11 | D | D | D | | D | 8.58 |
| 13. Extrusion Operator | D | 7.86 | 8.11 | 8.82 | 8.91 | D | 8.79 | 7.( | D | D | 8.39 |
| 14. Material Man | | D | 7.76 | 7.68 | 7.88 | D | 7.81 | 6.03 | | D | 7.34 |

D - Insufficient data; minimum 3 reporting companies required.

National figures include all responses for Regions I-XII.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION

| JOB CLASSIFICATION | REGION | | | | | | | | | | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | I | II | III | IV | V | VI | VII | VIII | IX, X & XI | XII | |
| REINFORCED PLASTICS JOBS (15-21) | | | | | | | | | | | |
| 15. Foreman (Working) | | | 9.70 | D | 10.40 | | D | D | 11.92 | D | 9.74 |
| 16. Set up Man - Troubleshooter | | | 8.12 | D | D | | | | | D | 8.15 |
| 17. Reinforced Plastics Operator | | | 8.02 | | 9.27 | | | D | D | 7.04 | 8.08 |
| 18. Reinforced Plastics Preform Op. | | | D | | D | D | | D | | D | 7.02 |
| 19. Reinforced Plastics Fabricator | | | 7.28 | D | D | D | D | D | 8.12 | D | 5.76 |
| 20. Reinforced Plastics Pultruder Op. | | | 6.50 | D | D | D | | D | | | 6.62 |
| 21. Reinforced Plastics Fil. Winder Op. | | | D | D | D | | D | D | D | | 8.59 |
| THERMOFORMING JOBS (22-25) | | | | | | | | | | | |
| 22. Foreman (Working) | D | D | | 7.70 | 9.96 | D | D | D | | D | 9.61 |
| 23. Set up Man - Troubleshooter | D | D | D | 9.56 | 9.02 | D | D | D | D | D | 9.19 |
| 24. Thermoforming Press Operator | D | D | D | 8.79 | 8.34 | D | 7.75 | D | D | D | 8.17 |
| 25. Inspector/Packer | D | D | D | 6.76 | 7.33 | D | D | | D | D | 6.94 |

D - Insufficient data; minimum 3 reporting companies required.

National figures include all responses for Regions I-XII.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION

| JOB CLASSIFICATION | REGION | | | | | | | | | | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | I | II | III | IV | V | VI | VII | VIII | IX, X & XI | XII | |
| EPS FOAM JOBS (26-28) | | | | | | | | | | | |
| 26. Foam Shop Operator | D | | D | D | 6.61 | | D | D | D | D | 6.58 |
| 27. Mold Operator | 7.82 | | D | 5.51 | 7.21 | | D | D | D | 5.59 | 7.17 |
| 28. Material Man | 4.87 | | | | 5.65 | | D | D | | D | 6.79 |
| THERMOFORMING JOBS (29-34) | | | | | | | | | | | |
| 29. Foreman (Working) | D | D | D | 8.55 | 8.56 | 8.87 | 9.22 | D | | 11.81 | 9.27 |
| 30. Finisher - General | D | 5.47 | 7.29 | 5.79 | 8.10 | 6.33 | 5.97 | 5.34 | 5.97 | 6.73 | 7.56 |
| 31. Painter and Sprayer | | D | 8.51 | 6.22 | 8.03 | D | D | D | 7.77 | D | 7.59 |
| 32. Buffing Operator | | | D | | D | D | | | | | 6.27 |
| 33. Tumbling Operator | | | D | D | | 7.02 | | | | | 6.03 |
| 34. Set up Man - Troubleshooter | D | D | 7.69 | D | 8.81 | 9.37 | D | D | D | D | 8.92 |
| FABRICATION JOBS (35-37) | | | | | | | | | | | |
| 35. Machine Operator | D | D | 8.31 | D | 8.51 | D | 8.61 | 6.64 | D | D | 7.75 |
| 36. Assembler | D | | 6.98 | 5.23 | 7.82 | D | 6.58 | 4.99 | 5.87 | D | 6.59 |
| 37. Material Man | | D | | D | 9.51 | D | D | D | D | D | 8.95 |

D - Insufficient data; minimum 3 reporting companies required.

National figures include all responses for Regions I-XII.

## WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION

| JOB CLASSIFICATION | REGION | | | | | | | | | | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | I | II | III | IV | V | VI | VII | VIII | IX, X & XI | XII | |
| INSPECTION JOBS (38-39) | | | | | | | | | | | |
| 38. Chief Inspector | 11.75 | D | 9.78 | 8.58 | 9.41 | 8.83 | 8.46 | 8.21 | 9.31 | 13.11 | 9.57 |
| 39. Inspector | 7.93 | 8.70 | 7.61 | 7.63 | 7.93 | 7.83 | 7.62 | 7.34 | 8.05 | 8.51 | 7.81 |
| SHIPPING & RECEIVING JOBS (40-44) | | | | | | | | | | | |
| 40. Foreman (Working) | 8.44 | 9.98 | 10.31 | 8.53 | 7.85 | 11.00 | 9.37 | 8.72 | 9.00 | 10.82 | 9.15 |
| 41. Shipper-Material Handler | 7.61 | 7.60 | 7.56 | 7.36 | 8.02 | 7.66 | 7.01 | 6.47 | 7.75 | 8.03 | 7.64 |
| 42. Packer | D | 6.93 | 7.89 | 5.77 | 7.79 | 7.38 | 7.36 | 8.31 | 7.06 | 6.96 | 7.12 |
| 43. Truck Operator | 7.84 | 9.31 | 8.68 | 6.22 | 8.81 | 7.83 | 8.51 | 10.11 | 9.84 | 7.81 | 8.56 |
| 44. Clerk | | 8.75 | 8.04 | 7.43 | 8.18 | 8.91 | 8.04 | 7.59 | 7.60 | D | 8.02 |
| MAINTENANCE JOBS (45-48) | | | | | | | | | | | |
| 45. Foreman (Working) | 10.92 | 13.46 | 11.10 | 10.40 | 11.18 | 13.79 | 11.83 | 11.46 | 12.18 | 12.46 | 11.66 |
| 46. Mechanic | 11.49 | 11.08 | 10.17 | 9.39 | 10.38 | 10.67 | 10.70 | 8.46 | 11.05 | 10.45 | 10.19 |
| 47. Electrician | D | | 11.17 | 10.59 | 11.06 | 12.14 | 9.01 | 10.63 | D | D | 10.86 |
| 48. Helper - Trainee | D | 7.07 | 6.67 | 6.50 | 8.08 | 7.97 | D | 6.89 | 7.37 | 7.00 | 7.40 |

D - Insufficient data; minimum 3 reporting companies required.

National figures include all responses for Regions I-XII.

WEIGHTED AVERAGE HOURLY RATE FOR SELECTED POSITIONS BY REGION

| JOB CLASSIFICATION | REGION | | | | | | | | | | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | I | II | III | IV | V | VI | VII | VIII | IX, X & XI | XII | |
| TOOL ROOM JOBS (49-55) | | | | | | | | | | | |
| 49. Foreman (Working) | 13.69 | 13.72 | 13.03 | 12.15 | 12.04 | D | D | D | 11.07 | D | 12.58 |
| 50. Mold/Die Designer | D | 13.22 | | D | 13.75 | D | D | D | 14.00 | D | 13.30 |
| 51. Mold Maker/Lead Man | 14.00 | 13.10 | 12.38 | D | 12.71 | D | 13.84 | 12.90 | 12.50 | 9.46 | 12.80 |
| 52. Mold Maker | 13.45 | 12.84 | 10.96 | 10.31 | 12.32 | D | 11.35 | 10.98 | 13.31 | 12.70 | 12.25 |
| 53. Mold Repair Man | D | D | 11.57 | 9.54 | 9.55 | 12.76 | D | D | D | 8.58 | 10.60 |
| 54. Machinist | D | 13.00 | 10.52 | 11.02 | 9.90 | 11.39 | 9.78 | 7.87 | 9.31 | D | 10.44 |
| 55. Apprentice | D | D | 7.36 | D | 8.68 | 8.23 | 6.81 | D | 6.64 | 7.94 | 8.11 |
| MISCELLANEOUS JOBS (56-57) | | | | | | | | | | | |
| 56. General Hand, Labor Trainee | 6.36 | D | 7.57 | 6.04 | 7.09 | D | 5.19 | 6.68 | 7.64 | 5.49 | 6.56 |
| 57. Porter-Janitor, etc. | D | 6.05 | 6.18 | 5.67 | 7.15 | 6.99 | 5.38 | 5.27 | 5.96 | 5.57 | 6.34 |
| ALL POSITIONS | 7.93 | 7.62 | 7.60 | 6.91 | 8.00 | 7.27 | 7.10 | 6.75 | 7.24 | 7.40 | 7.56 |

D - Insufficient data; minimum 3 reporting companies required.

National figures include all responses for Regions I-XII.

WEIGHTED AVERAGE MONTHLY BASE SALARY
OF FIRST LINE SUPERVISORS POSITIONS BY REGION

| JOB CLASSIFICATION | REGION | | | | | | | | | NATIONAL |
|---|---|---|---|---|---|---|---|---|---|---|
| | I | II & III | IV | V | VI | VII | VIII | IX, X & XI | XII | |
| 1. Compression | D | 2,021 | D | 2,144 | D | D | D | | D | 2,134 |
| 2. Injection | 2,236 | 2,403 | 2,093 | 2,202 | 2,402 | 2,063 | 1,930 | 2,343 | 3,088 | 2,234 |
| 3. Blow Molding | | 2,383 | 2,250 | D | 2,425 | 2,844 | D | D | D | 2,436 |
| 4. Extrusion | D | 2,530 | 2,352 | 2,283 | D | D | 2,044 | D | D | 2,363 |
| 5. Reinforced | | 2,159 | 1,933 | | D | | D | 2,033 | D | 2,199 |
| 6. Thermoforming | D | | 2,428 | 2,428 | | 2,200 | D | D | 2,800 | 2,386 |
| 7. EPS Foam | 2,592 | D | D | 1,945 | | | D | | 2,228 | 2,061 |
| 8. Finishing | D | 2,221 | D | 2,029 | 2,107 | D | D | 1,883 | | 2,092 |
| 9. Fabrication | | 2,142 | D | 2,363 | D | 2,333 | 2,050 | 1,675 | D | 2,160 |
| 10. Inspection | D | 2,117 | 2,280 | 2,220 | 2,611 | 2,365 | 2,613 | 1,950 | 2,483 | 2,308 |
| 11. Shipping and Receiving | 2,217 | 2,017 | 2,183 | 2,024 | 2,350 | 2,017 | 2,135 | 1,700 | 2,275 | 2,078 |
| 12. Maintenance | 2,225 | 2,646 | 2,468 | 2,551 | 2,881 | 2,627 | 2,417 | 2,470 | D | 2,569 |
| 13. Tool Room | D | 3,038 | 2,345 | 2,735 | 2,864 | 2,817 | D | D | 3,200 | 2,737 |
| ALL POSITIONS | 2,365 | 2,326 | 2,243 | 2,248 | 2,435 | 2,349 | 2,121 | 2,154 | 2,652 | 2,289 |

D - Insufficient data; minumum of 3 reporting companies required.

National figures include all responses for Regions I-XII.

APPENDIX A

LIST OF PARTICIPANTS

ACCENT PLASTICS
FULLERTON, CA 92631

ADMO, INC.
SCHAUMBURG, IL 60193

ADVANCED CUSTOM MOLDERS, INC.
GEORGETOWN, TX 78626

AG-TECH PACKAGING INC.
ANAHEIM, CA 92805

AKEMI PLASTICS, INC.
EATON RAPIDS, MI 48827

ALAMO FOAM, INC.
SAN ANTONIO, TX 78233

ALCOA BUILDING PRODUCTS
PRINCEVILLE, IL 61559

ALLEN EXTRUDERS, INC.
HOLLAND, MI 49423

ALLIED INDUSTRIES, INC.
ROGERS, MN 55374

ALMAR MOLDED PRODUCTS, INC.
NASHVILLE, TN 37202

AMEX PACKAGING, LIMITED
MOORESVILLE, NC 28115

ANAHEIM CUSTOM EXTRUDERS, INC.
ANAHEIM, CA 92806

ANCHOR TOOL & PLASTICS, INC.
MINNEAPOLIS, MN 55427

APPLIED COMPOSITES
ST. CHARLES, IL 60174

ASTROFOAM MOLDING CO., INC.
CHATSWORTH, CA 91311

AUTOMATED MOULD INDUST., INC.
RICHMOND, IL 60071

BALL UNIMARK PLASTICS, INC.
GREENVILLE, SC 29602

BUSADA MFG. CORP.
LOUISA, VA 22093

BEDFORD PLASTICS, INC.
WORTHINGTON, MN 56187

BEMIS MANUFACTURING CO.
SHEBOYGAN, WI 53085

BIG VALLEY PLASTICS, INC.
SUMNER, WA 98390

BIRD INCORPORATED
BARDSTOWN, KY 40004

BLAKO INDUSTRIES, INC.
DUNBRIDGE, OH 43414

BONNELL PLASTICS, INC.
NICKLETON, NJ 08056

BRISTOL FIBERLITE INDUSTRIES
SANTA ANA, CA 92707

THE BUDD COMPANY
MADISON HTS., MI 48071

CADILLAC PRODUCTS, INC.
TROY, MI 48083

CELLOX CORP.
REEDSBURG, WI 53959

CHEMGRATE CORPORATION OF WASH.
WOODINVILLE, WA 98011

CHURCHILL CONTAINER
SHAWNEE, KS 66218

CINCINNATI FOAM PRODUCTS, INC.
CINCINNATI, OH 45239

CLEARPLASS CONTAINERS, INC.
LYONS, NY 14489

COASTAL ENGINEERED PRODUCTS
VARNVILLE, SC 29944

COLEMAN SPAS
CHANDLER, AZ 85248

COLVIN-FRIEDMAN CO.
SPRINGFIELD, NJ 07081

COMO PLASTICS CORPORATION
COLUMBUS, IN 47202

COMPOSITE TECHNOLOGY, INC.
FORT WORTH, TX 76131

CONPROCO CORP.
CONCORD, NH 03301

CONSOLIDATED METCO, INC.
CASHIERS, NC 28717

CONTINENTAL PLASTIC CONTAINER
NORWALK, CT 06856

CONTINENTAL PLASTICS, INC.
TRIADELPHIA, WV 26059

CONTINENTAL WHITE CAP, INC.
NORTHBROOK, IL 60062

CRANE PLASTICS CO.
COLUMBUS, OH 43216

CREATIVE PULTRUSIONS, INC.
ALUM BANK, PA 15521

CREATEC CORP.
INDIANAPOLIS, IN 46240

CREATIVE FORMING
RIPON, WI 54971

CRESCENT PLASTICS, INC.
EVANSVILLE, IN 47711

CROSBY MFG. CO.
CROSBY, MN 56441

CROSSLINK TECHNOLOGY, INC.
TORONTO, ONT. M9W 576 CANADA

CUPS ILLUSTRATED, INC.
LANCASTER, TX 75134

CUSTOM MERCHANDISE CORP.
RIDGEFIELD, NJ 07657

CUSTOFOAM CORP.
MAUSTON, WI 53948

CYANEDE PLASTICS, INC.
HENDERSON, KY 42420

CYRO INDUSTRIES
MT. ARLINGTON, NJ 07856

DANA MOLDED PRODUCTS, INC.
ARLINGTON HTS, IL 60006

DEKALB MOLDED PLASTICS
BUTLER, IN 46721

DICKTEN & MASCH MANUFACTURING
NASHOTAH, WI 53058

DIEMOLDING CORP.
CANASTOTA, NY 13032

DIMCO GRAY CO.
CENTERVILLE, OH 45458

WALTER DRAKE, INC.
HOLYOKE, MA 01041

DYNEPCO, INC.
FLANDERS, NJ 07836

EASTERN STEEL BBL CORP.
PISCATAWAY, NJ 08854

ECONO-BLAST LTD., INC.
ST. PETERSBURG, FL 33716

EFP CORPORATION
ELKHART, IN 46515

ELECTRO-GENERAL PLASTICS CORP.
CLEVELAND, OH 44120

ENERGY PERFORMANCE SYSTEM, INC.
W. BROOKFIELD, MA 01585

ENGINEERING PLASTICS, INC.
WESTBORO, MA 01581

ESSEF CORP. FAME PLASTICS
STATESVILLE, NC 28677

EXEL LIMITED
PETERBOROUGH, ONT. K9J 6Z6 CANADA

FABRI-KAL CORP.
KALAMAZOO, MI 49001

FEDERAL MOLDING CO.
SANFORD, NC 27330

FIBERGRATE CORP.
DALLAS, TX 75381

FIBERNETICS
COMPTON, CA 90220

FLECK CO., INC.
AUBURN, WA 98002

FLEETWOOD ENTERPRISES, INC.
FONTANA, CA 92335

FOAM MOLDING CO. OF ARKANSAS
ROGERS, AR 72756

FOAMOLD CORP.
ONEIDA, NY 13421

FOAM PLASTICS OF NEW ENGLAND
PROSPECT, CT 06712

GARLOCK, INC.
CAMDEN, NJ 08101

GENERAL THERMOFORMING, CORP.
YONKERS, NY 10701

GEORGE WORTHINGTON CO., INC.
COLTON, CA 92324

GILLETTE CO.
BOSTON, MA 02106

GOLD BOND BUILDING PRODUCTS
CHARLOTTE, NC 28211

GR TECHNICAL SERVICE
CLARK, NJ 07066

GREENSTREAK PLASTICS PRODUCTS
ST. LOUIS, MO 63177

GROHEN TOOL & DIE CO., INC.
SAN LEANDRO, CA 94577

G.W. FIBERGLASS, INC.
O'FALLON, MO 63366

G W PLASTICS, INC.
BETHEL, VT 05032

HARVEL PLASTICS INC.
EASTON, PA 18042

HAYSITE REINFORCED PLASTICS
ERIE, PA 16509

HEDWIN CORP.
BALTIMORE, MD 21211

HI TECH MOLD & TOOL, INC.
PITTSFIELD, MA 01201

HIGHLAND PLASTICS
PASADENA, CA 91103

HOFFER PLASTICS CORPORATION
SOUTH ELGIN, IL 60177

HOPPLE PLASTICS, INC.
FLORENCE, KY 41042

HUGHES PLASTICS, INC.
ST. JOSEPH, MI 49085

HURON PLASTICS GROUP, INC.
ST. CLAIR, MI 48079

IMPACT EXTRUSIONS, INC.
GRAND PRAIRIE, TX 75053

INNOPAK PLASTICS CORPORATION
CHESTERFIELD, MO 63017

INTERNATIONAL REINFORCED PLAST.
DENMARK, SC 29042

INTERMETRO INDUSTRIES CORP.
FOSTORIA, OH 44830

JASON PRODUCTS CO.
EMERYVILLE, CA 94608

JOHNSON CONTROLS, INC.
MANCHESTER, MI 48158

JONES & HUNT, INC.
ORWIGSBURG, PA 17961

JSN INDUSTRIES, INC.
IRVINE, CA 92714

KAYSUN CORP.
MANITOWOC, WI 54221

KEOLYN PLASTICS, INC.
MT. PROSPECT, IL 60056

KIEHL ENGINEERING INC.
BENSENVILLE, IL 60106

KING PLASTICS, INC.
ORANGE, CA 92668

KLOCKNER-PENTAPLAST OF AMERICA
GORDONSVILLE, VA 22942

KOLLER CRAFT PLASTIC PROD. DIV
FENTON, MO 63026

K & M PLASTICS, INC.
ELK GROVE VIG, IL 60007

WILLIAM KREYSLER & ASSOCIATES
PENNGROVE, CA 94951

K & X CONTRACTING INCORPORATED
DEER PARK, NY 11729

LANDIS PLASTICS, INC.
CHICAGO RIDGE, IL 60415

LIBERTY POLYGLAS, INC.
WEST MIFFLIN, PA 15122

MANKATO CORPORATION
MANKATO, MN 56001

MARYLAND PLASTICS, INC.
FEDERALSBURG, MD 21632

MASTER CONTAINERS, INC.
MULBERRY, FL 33860

MASTER INDUSTRIES, INC.
ANSONIA, OH 45303

MASTER MOLDED PRODUCTS CORP.
ELGIN, IL 60120

MASTER SHIELD INC.
WEATHERFORD, TX 76086

M.C. GILL CORP.
EL MONTE, CA 91731

MENASHA CORPORATION/MPD
WATERTOWN, WI 53094

MILES FIBERGLASS & PLASTICS
OREGON CITY, OR 97045

MODEL & INSTRUMENT DEV. CORP.
SEATTLE, WA 98144

MOLDEX, INC.
PUTNAM, CT 06260

MOLDED CONTAINER CORP.
PORTLAND, OR 97202

MOLDED FIBER GLASS CO.
ASHTABULA, OH 44004

THE MOLDING COMPANY
DAYTON, OH 45458

MOLDTEK, INC.
ROME, GA 30161

MORRISON MOLDED FIBER GLASS
BRISTOL, VA 24203

NEWARD ENTERPRISES, INC.
R. CUCAMONGA, CA 91730

NORTHWOOD INDUSTRIES, INC.
TRAVERSE CITY, MI 49684

NVF COMPANY
WILLOW GROVE, PA 19090

PACIFIC ALLIED PRODUCTS, LTD.
EWA BEACH, HI 96707

PACKER PLASTICS, INC.
LAWRENCE, KS 66044

PEERLESS MOLDED PLASTICS, INC.
TOLEDO, OH 43615

PENDA CORP.
PORTAGE, WI 53901

PERFECTION CORPORATION
MADISON, OH 44057

PERFORMANCE PLASTICS PRODUCTS
HOUSTON, TX 77041

PERRIN MFG. COMPANY
LA PUENTE, CA 91749

THE PHILLIPS MANUFACTURING CO.
CANTON, MA 02021

PLANO MOLDING CO.
PLANO, IL 60545

PLASTIFOAM
ROCKVILLE, CT 06066

PLASTIMATIC, INC.
FAIRFIELD, NJ 07006

PLASTEC PRODUCTS, INC.
FORT COLLINS, CO 80524

PLAS-TECH COATINGS, INC.
WEST CHESTER, PA 19380

PLASTIC INDUSTRIES, INC.
ATHENS, TN 37303

PLASTIC ENGINEERING DIVISION
OSHTEMO, MI 49077

PLASTIC INGENUITY INC.
CROSS PLAINS, WI 53528

PLASTIC PRODUCTS COMPANY
LINDSTROM, MN 55045

PLASTIC CRAFT, INC.
MINNEAPOLIS, MN 55406

PLASTIC ENTERPRISES CO., INC.
INDEPENDENCE, MO 64051

PLASTIC ART PRODUCTS
GREELEY, CO 80631

PLASTIC CONCEPT, INC.
HUNTINGTON, CA 92649

PLASTICS DEVELOPMENT INC.
MILWAUKIE, OR 97222

PLASTOCON INC.
OCONOMOWOC, WI 53066

PLASTOFILM IND., INC.
WHEATON, IL 60189

PLEXCO/AMESTED IND., INC.
FRANKLIN PARK, IL 60131

PLYMOUTH FOAM PRODUCTS
PLYMOUTH, WI 53073

POLY-CAST, INC.
TIGARD, OR 97223

POLY FOAM INC.
LESTER PRAIRI, MN 55354

POLYFOAM PACKERS CORP.
WHEELING, IL 60090

POLYMER COMPOSITES, INC.
WINONA, MI 55987

POLYPLY, INC.
GRAND HAVEN, MI 49417

POLYTEK DEVELOPMENT CORP.
LEBANON, NJ 08833

POWERFOAM INSULATION
MIDLOTHIAN, TX 76065

PRECISION FIBERGLASS INDUST.
NEWBERRY, SC 29108

PRECISION CUSTOM PRODUCTS, INC.
DEGRAFF, OH 43318

PREMIS, INC.
ASHTABULA, OH 44004

PRENT CORPORATION
JANESVILLE, WI 53547

PROGRESSIVE PLASTICS, INC.
CLEVELAND, OH 44135

QUALITY PLASTICS CO., INC.
NEWBERG, OR 97132

RAKAR, INC.
OXNARD, CA 93033

RECTO MOLDED PRODUCTS, INC.
CINCINNATI, OH 45209

REGAL PLASTIC CO.
KANSAS CITY, MO 64127

REHAU PLASTICS, INC.
LEESBURG, VA 22075

REMCOR
WILLIAMSTOWN, NJ 08094

RESINOID ENGINEERING CORP.
SKOKIE, IL 60076

RICHMOND PLASTICS INC.
RICHMOND, VA 23225

H.H. ROBERTSON COMPANY
PITTSBURGH, PA 15222

ROCKWELL INTERNATIONAL
TROY, MI 48084

ROSTONE CORPORATION
LAFAYETTE, IN 47903

R & R PLASTICS, INC.
SWANTON, OH 43558

SANDUSKY PLASTICS, INC.
SANDUSKY, OH 44870

SAUDER INDUSTRIES LTD.
B.C. CANADA V6V 1K8

SCOTTSBURG PLASTICS, INC.
SCOTTSBURG, IN 47170

SEAQUIST PLASTICS
MUKWONAGO, WI 53149

SILVATRIM CORP. OF AMERICA
S. PLAINFIELD, NJ 07080

SNOW CORP.
FORT WORTH, TX 76107

SOLAR PLASTICS, INC.
TAMPA, FL 33614

SOUTHERN PLASTICS MOLD, INC.
ANAHEIM, CA 92806

SPENCER PLASTIC PRODUCTS CORP.
DALE, IN 47523

SPIR-IT, INC.
WAKEFIELD, MA 01880

STANARK PLASTICS, INC.
LITTLE ROCK, AR 72117

STIHL INCORPORATED
VIRGINIA BEACH, VA 23452

STONEWILL PLASTICS, INC.
MINEOLA, NY 11501

STRUCTRON CORP.
SAN MARCOS, CA 92069

STULL ENGRAVING COMPANY
RANDOLPH, NJ 07869

SUNBEAM PLASTICS CORP.
EVANSVILLE, IN 47711

SUNDT PRODUCTS, INC.
TUCSON, AZ 85726

SUNSET PLASTICS, INC.
ANDERSON, CA 96007

SUPERFOS PACKAGING, INC.
CUMBERLAND, MD 21502

SURATCO PRODUCTS CO.
POYNETTE, WI 53955

TECHFORM, INC.
MT. AIRY, NC 27030

TECH MARKETING
TEMPE, AZ 85281

TECH PAK INC.
PEABODY, MA 01961

TECH PLASTICS, INC.
W. CHICAGO, IL 60185

TECH-WAY INDUSTRIES, INC.
FRANKLIN, OH 45005

TEEL PLASTICS CO., INC.
BARABOO, WI 53913

TEMPRESS, INC.
SEATTLE, WA 98108

TETRA PLASTICS, INC.
CHESTERFIELD, MO 63017

TEXTEK PLASTICS, INC.
SAN ANTONIO, TX 78227

THERMOPLAST SYSTEMS INC.
QUEBEC CANADA H7L 4C3

THERMOPLASTIC MOLDERS, INC.
OKLAHOMA CITY, OH 73116

THOMAS INDUSTRIES
LORAIN, OH 44052

TIGERFLEX CORPORATION
ELK GROVE VIG, IL 60007

TORBITT & CASTLEMAN CO.
BUCKNER, KY 40010

TRI-PLAS, INC.
ONTARIO, CA 91761

TRIQUEST CORP.
VANCOUVER, WA 98661

TRI-STATE FOAM PRODUCTS, INC.
MARTINSVILLE, VA 24113

U.S. FOAM INC.
COMPTON, CA 90222

VAN LEER CONTAINERS, INC.
CHICAGO, IL 60658

VAUPELL INDUSTRIAL PLASTICS
SEATTLE, WA 98107

VENTURE PLASTICS, INC.
SANTA ANA, CA 92703

VERMONT PLASTICS, INC.
MONTPELIER, VT 05602

VIATEC-HASTINGS ENGINEERED SYS
HASTINGS, MI 49058

VINYL PLASTICS, INC.
SHEBOYGAN, WI 53082

VINYL THERM, INC.
MINNEAPOLIS, MN 55420

WAYNE MANUFACTURING, INC.
SHAWNEE, OK 74802

WEB PLASTICS CO., INC.
RICHWOOD, OH 43344

R.D. WERNER CO., INC.
FRANKLIN PARK, IL 60131

WESS PLASTIC INC.
FRAMINGDALE, NY 11735

WESTERN GOLD THERMOPLASTICS
LOS ANGELES, CA 90001

WESTLAKE PLASTICS CO.
LENNI, PA 19052

WINZEN INTERNATIONAL, INC.
SAN ANTONIO, TX 78213

WISCONSIN TOOL & MOLD CO., INC.
FRIENDSHIP, WI 53934

WITT PLASTICS, INC.
GREENVILLE, OH 45331

W.J. WHATLEY, INC.
COMMERCE CITY, CO 80022

WOLLIN PRODUCTS, INC.
STEVENSVILLE, MI 49127

WOODLAND MOLDED PLASTICS CORP.
BROADVIEW, IL 60153

ZEHRCO PLASTICS, INC.
ASHTABULA, OH 44004

ZEUS INDUSTRIAL PRODUCTS, INC.
RARITAN, NJ 08869

APPENDIX - B

The Society of the
Plastics Industries, Inc.

SPI

1275 K Street, N.W.
Washington, D.C. 20005
(202) 371-5293

# JOB DESCRIPTIONS FOR PLASTICS MANUFACTURING PLANTS

These revised descriptions have been prepared under the direction of the SPI Financial Management Committee. They are provided to indicate examples of typical work requirements in plants engaged in blow molding, compression molding, injection molding, extrusion, and reinforced plastics. The job descriptions are not intended and should not be used to restrict an employee to only one category of work. These are composite job descriptions based on individual classifications received from many manufacturing plants. The qualifications of the individual for the jobs listed are not shown.

## SEPTEMBER, 1988

Supercedes September 1987 Job Descriptions

# MOLDING AND EXTRUSION

1. **WORKING FOREMAN (Hourly Paid Supervisors, Compression, Injection, Blow-Molding, Reinforced Plastics, Thermoforming, and Finishing.)** – *Lines 1, 2, 3, 11, 15, 22, and 29
   Supervises, instructs, directs and trains department personnel in the proper performance of their duties. Sets and adjusts operating conditions. Diagnoses and corrects problems in set-up and operation of equipment. Other duties might include routine equipment maintenance, giving relief and lunch breaks, supplying material, housekeeping and performing duties of lower department classifications, as required.

2. **SET UP MAN AND/OR TROUBLE SHOOTER** – Lines 4, 12, 16 and 23
   Sets up molds in presses so that presses are ready for production when setup is completed. Removes mold and auxiliary equipment from press, sets next mold, locates and fastens on press, sets ejection, sets and adjusts to prescribed stroke, changing piping as required. Sets and adjusts machine controls. Sets up and prepares auxiliary equipment such as insert loaders, material loaders, shrink frames, pre-heaters, finishing tools and checks operation of press. Operates under detailed instructions and specifications but requires considerable ingenuity to improvise and adapt when necessary. May instruct trainees who assist him in mold and equipment changes and setups.

   Works closely with shift foreman and is capable of assuming temporary supervisory responsibilities in the absence of the foreman. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Sets and periodically adjusts machines operating conditions. May perform routine maintenance, give breaks, fill hoppers or set molds as required.

3. **MACHINE OPERATOR (Injection, Compression, Blow Molding, Thermoforming)** – Lines 5, 7, 8 and 24.
   Operates under close supervision of foreman in handling molded parts from a machine. Usual duties may include removing parts from the press, loading inserts in the mold, removing inserts from the part, inspection, de-gating, grinding runners and inspecting parts, removing flash and performing a variety of minor finishing operations. May also pack finished parts, clean around press, fill hoppers and keep production and spoilage records.

   In general, employee in an "Operator" classification will NOT make machine or mold adjustments.

4. **COMPRESSION PREFORM MACHINE OPERATOR** – Line 6
   Sets up and adjusts a variety of dies in automatic preform machines to produce pills of proper weight, hardness and dimension. Maintains preform machines by lubrication, cleaning and adjustment. Determines need for die repair. Adjusts dies and machines to maintain proper quality. Works under some supervision. Keeps production records.

5. **FLOOR MAN** (Floor Boy) – Line 10
   Handles raw materials in production departments. Moves resin and color to proper press, mixes colors, fills hoppers. Locates and sets up shipping container, labels and cartons. May weigh bulk packaged items, grind or otherwise dispose of rejected parts, give breaks or clean up around press. Also may keep inventory records, sample material for testing, supply operators with necessary tools, gloves, fixtures etc. as needs dictate. In smaller plants may handle the receipt and orderly warehouse storage of raw materials.

6. **MATERIAL MAN** – Lines 9, 14, 28 and 37
   In charge of all raw material warehousing. Sees that materials needed for daily production are set out in proper areas and available to production department. Mixes, blends or colors raw materials as required. Returns unused raw material to proper location in warehouse.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 50.

7. **EXTRUSION OPERATOR** – Line 13.
Sets up and operates dies, extrusion machines, and auxiliary equipment on any type of die with some supervision. Requires ability to vary prescribed operating conditions as necessary to produce quality parts. Works with a variety of extrusion materials. Changes and adjusts operating conditions such as heat, pressure, screw and conveyor speed, and cooling system to maintain proper quality. Fills hopper and lubricates and cleans machines. Keeps production records.

## REINFORCED PLASTICS

8. **REINFORCED PLASTICS OPERATOR** – Line 17
Operates molds and equipment used in molding reinforced plastics. Prepares molding equipment for operation. May prepare reinforcing medium and resin for molding. Loads reinforcing medium and resin or premix charges of prescribed amount into molding equipment. Carries out prescribed molding cycles. Makes minor adjustments to equipment, charge and/or cycle to obtain a quality product. Unloads part from molding equipment. May also perform finishing operations such as trimming, sawing, sanding, drilling etc. Keeps production records.

9. **REINFORCED FIBERGLASS PREFORM MACHINE OPERATOR** – Line 18
Operates preform machine after setups are completed. Loads materials into machine. Removes preforms from forming machines and transfers same to drying oven. May also operate automatic preform equipment with integral ovens. Checks weight and uniformity of preform periodically and makes adjustments to feed and spray mechanisms. Removes preforms from oven and inspects. Works under supervision. Keeps production records.

10. **REINFORCED PLASTICS FABRICATOR** – Line 19
Fabricator operates a variety of small and power tools to lay out and fabricate components and structures. May operate spray-up equipment in applying reinforcing material and resin to molds or alternately use hand lay-up techniques. Works from blueprints or follows prescribed procedures. May perform finishing operations.

11. **REINFORCED PLASTICS PULTRUDER OPERATOR** – Line 20
Pultruder operator sets up and operates pultrusion machine which draws continuous glass strands through resin bath, gathering device and dielectric preheat unit which provides heat throughout the operation and then through a heated die to complete the cure of the desired shape. Operator cuts shape to desired lengths from the continuous process.

12. **REINFORCED PLASTICS FILAMENT WINDER OPERATOR** – Line 21
Sets up and operates a filament winding machine in which continuous strands or bands of reinforcing material are drawn through a resin bath and wound on to a mandrel (mold), from a traversing carriage which passes from end to end of the mandrel. Checks band lay-out and width during operation. Remove excess resin and air from resin with rollers, cures and cuts product to desired length.

## THERMOFORMING

13. **INSPECTOR/PACKER** – Line 25
Inspects a variety of thermoformed plastics parts, refers questionable conditions to supervisors. Selects, counts, bulk packs, or wraps parts or assemblies and other materials.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 50.

## EPS FOAM

14. **FOAM SHOP OPERATOR** – Line 26
Sets up and operates molding equipment, wire cutters, and all fabricating equipment. Responsible for all billet cutting.

15. **MOLD OPERATOR** – Line 27
Sets up and operates pre-expanders and molds, establishes cycles, maintains records, and performs minor maintenance on machine. Responsible for producing and packing a quality part.

## FINISHING

16. **FINISHER-GENERAL** – Line 30
Operates a variety of small hand and bench tools to remove flash, clean holes, polish edges, drill and tap holes, remove gates, etc. Performs a variety of simple hand operations such as painting, wiping, assembling, scraping, filling. Equipment includes files, scrapers, drill presses, sanding machines, bench lathes, etc. Follows prescribed methods under supervision. Inspects and gauges parts as prescribed. Makes simple tool changes. May select, count, bulk pack, wrap parts of assemblies. Keeps production records.

17. **PAINTER & SPRAYER** – Line 31
Operates spray painting equipment in the coating of plastic parts with a variety of finishes. Adjusts air pressure and nozzle to provide proper quality. May operate with fixtures, jigs, masks as required. Cleans equipment. Inspects work and changes operating conditions to maintain quality. Follows prescribed methods with some supervision. Keeps production records.

18. **BUFFING OPERATOR** – Line 32
Performs polishing and buffing operations on a variety of molded parts to remove rough edges, file marks, scratches, etc. and to provide required finish. Makes up and changes wheels and applies proper compound. Follows specific instructions but uses care and some judgment to manipulate work to meet quality requirements. Operates under supervision. Keeps production records.

19. **TUMBLING OPERATOR** – Line 33
Operates one or more tumbling barrels or wheelabrators to remove flash from molded parts. Loads parts and wood pegs, balls, sawdust and abrasive or polishing material into barrel. Operates barrels at prescribed speeds and for proper cycle. Removes parts, separating them from tumbling materials. Avoids mixing parts. Moves materials to and from tumbling area. Operates under detailed instructions. Keeps production records.

20. **SETUP MAN AND/OR TROUBLESHOOTER** – Line 34
Sets up and adjusts a variety of finishing equipment such as multiple spindle drill presses, multiple unit drill presses, tapping heads, attachments, and machines, lathes, sanding and polishing machines, shearing and punching equipment, painting, imprinting, buffing and grinding equipment. Sets up for hand operations such as filing, sanding and scraping. Checks for quality, or sets up and adjusts a variety of paint spraying, coating, and printing equipment. Prepares paints and other coatings to cover various types of plastics. Maintains and cleans equipment. Requires knowledge of paints, lacquers, thinners, oils, and related materials. Requires ability to match colors. Checks for quality. May instruct operators in proper methods.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 50.

## FABRICATION

21. **MACHINE OPERATOR** – Line 35
Operates such support equipment as punch press, rivetor, clincher, and drill press.

22. **ASSEMBLER** – Line 36
Assembles components to produce production assemblies. May include some inspection bench work along with assembly.

## INSPECTION

23. **CHIEF INSPECTOR (Working)** – Line 38
Responsible for the interpretation and enforcement of quality standards as established by Standards Division. Directs and instructs the various inspectors assigned to the press and finishing sections. Analyzes complaints and rejections, determines the cause and initiates preventive measures, such as special inspection or, if necessary, stops production until corrective action has taken place. Responsible for special gauges and assists in the design of same. Instructs personnel in their proper use. Checks inter-plant rejects, die inspection reports and approves the acceptance of all inserts and accessories. Prepares statistical reports of the mold and subsequent operations.

24. **INSPECTOR** – Line 39
Inspects and gauges a variety of molded, finished and assembled plastic parts. Checks for and diagnoses defects such as blisters, cracks, defective finish, excessive flash, missing or displaced inserts. Inspects and gauges finished parts for proper drilling and tapping, deflashing, polishing, assembling, and machining. May perform 100% inspection or statistical sampling as directed. Follows prescribed methods and utilizes equipment as directed. Refers questionable conditions to supervisors but works with a minimum of supervision. May perform finishing operations to correct rejected parts.

## SHIPPING AND RECEIVING

25. **FOREMAN (Working)** – Line 40
Exercises overall supervision over operation of department to ship and receive materials and products. Responsible for receiving, checking and recording all incoming shipments. Responsible for proper and safe packing, economical and efficient routing, proper marking of shipments, preparation and inclusion of necessary packing slips and bills of lading. Responsible for working conditions, discipline, and morale in his department. Interprets and administers management policies and decisions. Responsible for accurate records.

26. **SHIPPER-MATERIAL HANDLER** – Line 41
Moves raw materials and molded parts and packing materials to prescribed departments and locations. Uses hand and power trucks, hoists and other equipment. Loads and unloads trucks or freight cars. He may count, weigh and record when necessary.

27. **PACKER** – Line 42
Selects, counts, bulk packs, or wraps parts or assemblies and other materials. Makes up cartons, seals and marks, inserts protective packing material. Trucks parts and packed cartons. Attaches and inserts packing slips, bills of lading, postage, as necessary. Wraps and crates shipments. May unpack and handle incoming shipments. Verifies shipments and receiving against packing slips and bills of lading. Keeps accurate production records.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 50.

28. **TRUCK OPERATOR** – Line 43
Operates truck to transport raw materials, finished parts, and other materials between plants, warehouses, freight stations and other designated places. Loads and unloads truck. Prepares and checks necessary receipts, records and reports. Observes necessary safety precautions. May make minor repairs and performs minor maintenance on truck and other equipment.

29. **CLERK** – Line 44
Receives incoming material, checking, counting, weighing to compare packing slips and bills of lading with purchase orders and requisitions. Records all incoming materials, reports shortages and damages, and routes materials and papers to proper destination, checks and records outgoing shipments. Prepares and uses proper packing slips and bills of lading. Addresses and routes shipments as directed. Maintains shipping and receiving records.

## MAINTENANCE

30. **FOREMAN (Working)** – Line 45
Exercises overall supervision over operation of department to maintain buildings and equipment in satisfactory condition, and makes repairs as necessary. Plans and operates preventive maintenance program. Responsible for plant utilities and power plant. Provides janitor service. May act as plant safety coordinator. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

31. **MECHANIC** – Line 46
Keeps machinery, equipment and plant structure in operating condition. Maintains and installs piping, fittings, valves, gauges, traps, and all types of controls for high and low pressure hydraulic systems and steam and air lines. Performs carpentry and sheet metal work in fabricating and repairing benches, guards, boxes, trays, partitions, etc. Prepares locations and foundations. Lubricates machines and equipment and performs other plant maintenance work as required. Works under supervision.

32. **ELECTRICIAN** – Line 47
Installs, maintains, repairs and adjusts a variety of electrical equipment such as motors, lighting circuits, power lines, fixtures, switches and controls. Performs routine maintenance and repairs on high frequency preheaters. Diagnoses and corrects difficulties to minimize production interruptions. Operates under supervision.

## TOOL ROOM

33. **FOREMAN (Working)** – Line 49
Exercises overall supervision over operation of department to construct, alter, maintain and repair molds, dies, jigs and fixtures, tools and other equipment. Plans work of department to meet production schedules. Controls quality of work in Tool Room and indirectly in production departments. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

34. **MACHINIST** – Line 54
Operates such equipment as lathes, grinders, milling machines, radial drill presses, shapers and planers.

*Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 50.

## MISCELLANEOUS

35. **GENERAL HAND, LABOR TRAINEE, HELPER-TRAINEE** – Lines 48 and 56
Can be assigned to perform any task in manufacturing shop activities not covered by skilled classification; helper assigned to classified employee. Classified as General Labor or Trainee in Union Contract.

36. **PORTER–JANITOR, etc.**– Line 57
Cleans, sweeps, scrubs, mops, and dusts factory areas and offices. Keeps rest rooms in order. Washes windows, sweeps sidewalks, shovels snow, cuts grass, maintains grounds. Removes scrap, waste material and performs other miscellaneous tasks. Works under specified routine or explicit direction.

***Line numbers correspond to Job Titles on the Labor Survey Questionnaire No. 50.**

APPENDIX - C

# The Society of the Plastics Industry, Inc.

# ANNUAL LABOR SURVEY

**LABOR SURVEY NO. 50 (1988)**
**PLASTICS PROCESSING COMPANIES**

**Sponsored By:**
**Financial Management Committee**

Company Code _____
Plant No. _____

## EFFECTIVE DATE OF THIS SURVEY SEPTEMBER, 1988

PART ONE - INSTRUCTIONS

### GENERAL

1. Carefully study the Job Titles and Descriptions enclosed **BEFORE** attempting to complete this questionnaire. These descriptions are general by necessity since no standard now exists. There is wide variation in job responsibilities according to company size and type of business as well as between geographical locations. Please use your best judgement.

2. Analyze each of your jobs. Determine the principal and primary characteristics of each job upon which the wage rate(s) for that job were established. Report all employees whose characteristics match the job description according to wage paid.

3. Do not report any employee whose job is so unusual or non-standard in your company as to distort the reporting schedule. Do not report part-time employees or other temporary personnel.

4. Average Hourly Rate is the same as the straight time hourly rates (Base Rate) paid exclusive of premium pay for overtime, weekend work, holidays, shift differentials, and incentives. Do not include bonus payments that are NOT part of regular earnings; e.g. Christmas bonus. Regularly recurring bonuses, such as production bonuses, should be included.

5. Part Three - Report number of salaried supervisors whose characteristics match the job title according to monthly base salary rate. Include all salaried first line supervisors paid weekly, semi-monthly or monthly. Exclude working foremen who are paid on an hourly basis. If a supervisor is non-exempt (eligible for overtime), monthly earnings should reflect average salary including overtime earnings. Include supervisors who have combined shift and overall departmental responsibilities. Do not include general foremen having no shift responsibility. Do not include compensation, such as profit sharing, Christmas bonus, etc. that are NOT part of regular earnings.

### HOW TO REPORT

Report number of employees by plant for each job according to nearest Hourly Rate as of September, 1988-the effective date of this survey.

1. The horizontal lines crossing the verticle hourly rate columns are for inserting the number of employees being reported by the hourly rate paid for each job. Example: You pay five injection molding operators (job title row "7") $6.00 hourly and four injection molding operators $6.15 hourly. Insert the figure "9" in row "7" in column "F" ($6.00-$6.24). The same method applies to all jobs you report. Do not use check marks, X's or tally marks. Use Arabic (1,2,5,7, etc.) numerals only.

2. Add the number of employees vertically in each rate column and place sum in "total" box at the bottom (last line). Add the number of employees horizontally by job line and place sum in total column at the right of tabular form (last column). Cross-check your footings across and down to see that the totals are equal.

### PREPARE SEPARATE QUESTIONNAIRES FOR EACH PLANT

Please complete a separate questionnaire for each establishment. An establishment (plant), for purposes of this survey, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

### WHEN AND WHERE TO RETURN

All questionnaires should be returned to Ernst & Whinney by October 31, 1988 in the enclosed return envelope. If you have any questions regarding this survey contact Mr. Paul Korz at (202)862-5259 or Ms. Mona Hall at (202)862-6042.

### CONFIDENTIALITY

All figures of individual companies will be held in strict confidence. Only participants will receive a copy of the final Report.

ERNST & WHINNEY
ASSOCIATION SERVICES GROUP
1225 CONNECTICUT AVENUE, N.W.
WASHINGTON, D.C. 20036
FAX - (202) 296 - 8203

*Return not later than October 31, 1988*

## PART TWO - NUMBER OF HOURLY EMPLOYEES

| PROCESS OR DEPARTMENT AND JOB TITLE | HOURLY RATE (DOLLARS) | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Below $5.00 | 5.00-5.24 | 5.25-5.49 | 5.50-5.74 | 5.75-5.99 | 6.00-6.24 | 6.25-6.49 | 6.50-6.74 | 6.75-6.99 | 7.00-7.24 | 7.25-7.49 | 7.50-7.74 | 7.75-7.99 | 8.00-8.49 | 8.50-8.99 | 9.00-9.49 | 9.50-9.99 | 10.00-10.49 | 10.50-10.99 | 11.00-11.49 | 11.50-11.99 | 12.00-12.49 | 12.50-12.99 | 13.00-13.49 | 13.50-13.99 | 14.00 & Over | TOTAL |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z | |
| **MOLDING** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1. Foreman (compression, working) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 2. Foreman (injection, working) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 3. Foreman (blow-molding, working) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 4. Set up Man - Troubleshooter | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5. Compression Transfer Molding Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 6. Compression Preform Machine Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 7. Injection Molding Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 8. Blow Molding Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 9. Material Man | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10. Floor Man | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **EXTRUSION** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11. Foreman (working) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12. Set up Man - Troubleshooter | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 13. Extrusion Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 14. Material Man | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **REINFORCED PLASTICS** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 15. Foreman (working) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 16. Set up Man - Troubleshooter | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 17. Reinforced Plastics Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 18. Reinforced Plastics Preform Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 19. Reinforced Plastics Fabricator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20. Reinforced Plastics Pultruder Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 21. Reinforced Plastics Filament Winder Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **THERMOFORMING** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22. Foreman (working) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 23. Set up Man - Troubleshooter | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 24. Thermoforming Press Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25. Inspector/Packer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **EPS FOAM** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 26. Foam Shop Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 27. Mold Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 28. Material Man | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **FINISHING** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 29. Foreman (working) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 30. Finisher - General | | | | | | | | | | | | | | | | | | | | | | | | | | | |

## PART TWO - NUMBER OF HOURLY EMPLOYEES (CONT.)



| PROCESS OR DEPARTMENT AND JOB TITLE | HOURLY RATE (DOLLARS) | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Below $5.00 | 5.00-5.24 | 5.25-5.49 | 5.50-5.74 | 5.75-5.99 | 6.00-6.24 | 6.25-6.49 | 6.50-6.74 | 6.75-6.99 | 7.00-7.24 | 7.25-7.49 | 7.50-7.74 | 7.75-7.99 | 8.00-8.49 | 8.50-8.99 | 9.00-9.49 | 9.50-9.99 | 10.00-10.49 | 10.50-10.99 | 11.00-11.49 | 11.50-11.99 | 12.00-12.49 | 12.50-12.99 | 13.00-13.49 | 13.50-13.99 | 14.00 & Over | TOTAL |
| | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z | |
| **FINISHING (CONT.)** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 31. Painter and Sprayer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 32. Buffing Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 33. Tumbling Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 34. Set up Man - Troubleshooter | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **FABRICATION** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 35. Machine Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 36. Assembler | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 37. Material Man | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **INSPECTION** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 38. Chief Inspector (working) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 39. Inspector | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **SHIPPING & RECEIVING** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 40. Foreman (working) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 41. Shipper-Material Handler | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 42. Packer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 43. Truck Operator | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 44. Clerk | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **MAINTENANCE** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 45. Foreman (working) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 46. Mechanic | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 47. Electrician | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 48. Helper - Trainee | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **TOOL ROOM** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 49. Foreman (working) | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 50. Mold/Die Designer | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 51. Mold Maker/Lead Man | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 52. Mold Maker | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 53. Mold Repair Man | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 54. Machinist | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 55. Apprentice | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| **MISCELLANEOUS** | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 56. General Hand, Labor Trainee | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 57. Porter-Janitor, etc. | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | | | | | | | | | | | | | | | | | | | | | | | | | | | |

## PART THREE - NUMBER OF SALARIED EMPLOYEES



| FIRST LINE SUPERVISORS, FOREMAN | MONTHLY BASE SALARY EXCLUDING OVERTIME | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Under $1,400 | 1,400-1,499 | 1,500-1,599 | 1,600-1,699 | 1,700-1,799 | 1,800-1,899 | 1,900-1,999 | 2,000-2,099 | 2,100-2,199 | 2,200-2,299 | 2,300-2,399 | 2,400-2,499 | 2,500-2,599 | 2,600-2,699 | 2,700-2,799 | 2,800-2,899 | 2,900 2,999 | 3,000-3,099 | 3,100-3,199 | 3,200 & Over | |
| PROCESS OR DEPARTMENT | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | TOTAL |
| MOLDING | | | | | | | | | | | | | | | | | | | | | |
| 1. COMPRESSION | | | | | | | | | | | | | | | | | | | | | |
| 2. INJECTION | | | | | | | | | | | | | | | | | | | | | |
| 3. BLOW MOLDING | | | | | | | | | | | | | | | | | | | | | |
| OTHER | | | | | | | | | | | | | | | | | | | | | |
| 4. EXTRUSION | | | | | | | | | | | | | | | | | | | | | |
| 5. REINFORCED | | | | | | | | | | | | | | | | | | | | | |
| 6. THERMOFORMING | | | | | | | | | | | | | | | | | | | | | |
| 7. EPS FOAM | | | | | | | | | | | | | | | | | | | | | |
| 8. FINISHING | | | | | | | | | | | | | | | | | | | | | |
| 9. FABRICATION | | | | | | | | | | | | | | | | | | | | | |
| 10. INSPECTION | | | | | | | | | | | | | | | | | | | | | |
| 11. SHIPPING & RECEIVING | | | | | | | | | | | | | | | | | | | | | |
| 12. MAINTENANCE | | | | | | | | | | | | | | | | | | | | | |
| 13. TOOL ROOM | | | | | | | | | | | | | | | | | | | | | |
| TOTAL | | | | | | | | | | | | | | | | | | | | | |

## PART FOUR - BONUS AND OVERTIME INFORMATION

1. Did you pay a Christmas or other bonus to salaried First Line Supervisors?

☐ Yes ☐ No

2. If yes, on what basis is bonus paid?

A. ☐ Percent of Earnings
B. ☐ Length of Service
C. ☐ Company/Plant Profits
D. ☐ Employee Performance/Merit
E. ☐ Executive Judgment
F. ☐ Fixed Amount
G. ☐ Other (Describe) _____

_____

3. Do you pay overtime to Shift Supervisors?

☐ Yes ☐ No

4. If yes, on what basis is overtime paid?

A. ☐ Over 8 hrs. a day
B. ☐ Over 10 hrs. a day
C. ☐ Over 40 hrs. a week
D. ☐ Over 45 hrs. a week
E. ☐ Over 8 hrs. a day/40 hrs. a week
F. ☐ Saturday and/or Sunday/holidays
G. ☐ Other (Describe) _____

_____

5. Method of overtime payment?

A. ☐ Straight Time
B. ☐ Time and a Half
C. ☐ Straight Time/Time and a Half
D. ☐ Double Time
E. ☐ Percent of Salary
F. ☐ Other (Describe) _____

_____

6. Did you pay a Christmas or other bonus to hourly employees?

☐ Yes ☐ No

7. If yes, on what basis?

A. ☐ Fixed Amount
B. ☐ Length of Service
C. ☐ Management Judgment
D. ☐ Other (Describe) _____

_____

8. If bonus is fixed amount, basis for amount?

A. ☐ Under 1 Week Earnings
B. ☐ 1 Week Earnings
C. ☐ 1 1/2 Weeks Earnings
D. ☐ 2 Weeks Earnings
E. ☐ Gift
F. ☐ Other (Describe) _____

_____

9. Do you pay piece work to molders?

☐ Yes ☐ No

10. Do you pay piece work to finishers?

☐ Yes ☐ No

11. Does your company have a paid lunch period?

☐ Yes ☐ No

12. If yes, how long in minutes?

_____ Minutes

## PART FIVE - IDENTIFYING & COROLLARY INFORMATION

Please answer on the basis of your plastics operation only.

13. Number of hourly employees in this plant.

_____

14. Number of salaried employees in this plant.

_____

15. What were your plastics sales for most recent calendar or fiscal year?

A. ☐ $0 - 2,000,000
B. ☐ $2,000,000 - 5,000,000
C. ☐ $5,000,000 - 10,000,000
D. ☐ $10,000,000 and Over

16. Number of hours this plant operates per week.

_____ Hours

**Type of Processor** - For purposes of special classification and more meaningful detail, please check the nature of your plastics processing business.

17. Type of Business -

A. ☐ Custom Processor
B. ☐ Proprietary Processor
C. ☐ Captive Processor

18. Type of Processing -

A. ☐ Blow Molding
B. ☐ Compression/Transfer Molding
C. ☐ Calendering
D. ☐ Casting
E. ☐ Coating
F. ☐ Extrusion
G. ☐ Fabricating
H. ☐ Injection Molding
I. ☐ Laminating
J. ☐ Reaction Injection Molding (RM)
K. ☐ Reinforced
L. ☐ Rotational Molding
M. ☐ Thermoforming
N. ☐ Other (Describe) _____

_____

19. Please list any areas you think should be included in future surveys.

_____

_____

THE SOCIETY OF THE PLASTICS INDUSTRY INC.
1275 K STREET, N.W., WASHINGTON, D.C. 20005